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The 4 C's Model - A Common Framework for Professional Aviator Development

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Headquarters U.S. Air Force

Integrity - Service - Excellence

Pilot Shortage: Crisis and Opportunities

**“4C’s Model” – A Common Framework for
Professional Aviator Development**



2018 National Training Aircraft Symposium
Presented by: Lt Col Kenya “Deacon” Ruffin
US Air Force Aircrew Crisis Task Force
Outreach & Engagement Division Chief

U.S. AIR FORCE

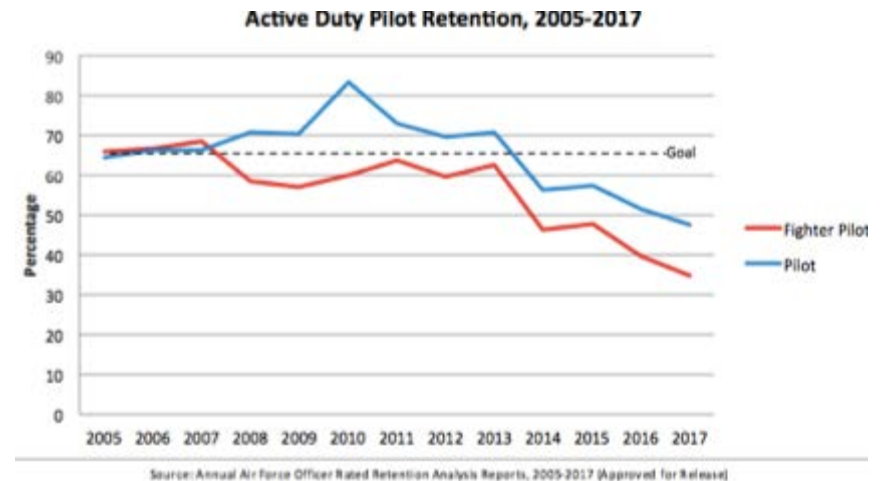
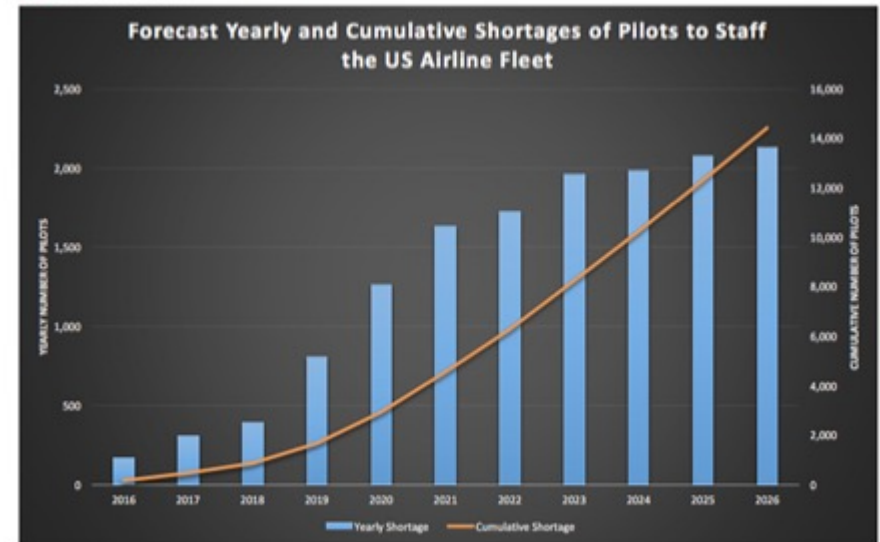


U.S. AIR FORCE

Overview

- Intro
- Target
- Threat
- “Tactics”
- Q & A

UND THE UNIVERSITY OF NORTH DAKOTA



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Intro



PERSONAL

- ATP, MEI, CFI-A/G/I
- Aiming for the stars
- Aviation organizations



PROFESSIONAL

- 2500+ hrs, ~750 cmbt hrs
- F-16 / MC-12 / T-38
- Recent Assignments

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The Target

**Meet the national (global) demand
for aerospace professionals**

AND

**Ensure inclusive opportunities
in order to attract the nation's best and
brightest to our aerospace industry**

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Threats: Then vs. Now

How do we define what it takes and identify who has it?

**THE
RIGHT
STUFF**



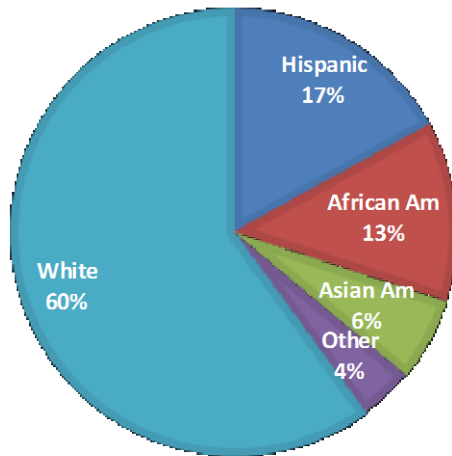
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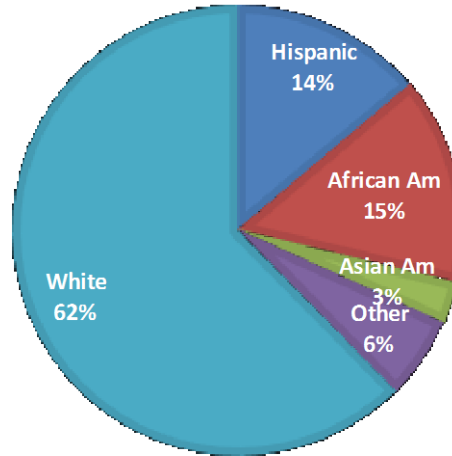
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Threats: No Change Without Change

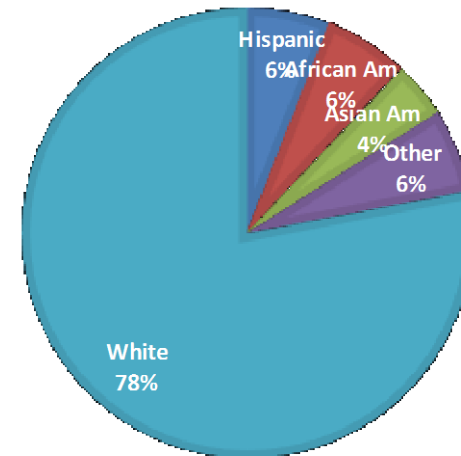
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ENLISTED POP'N

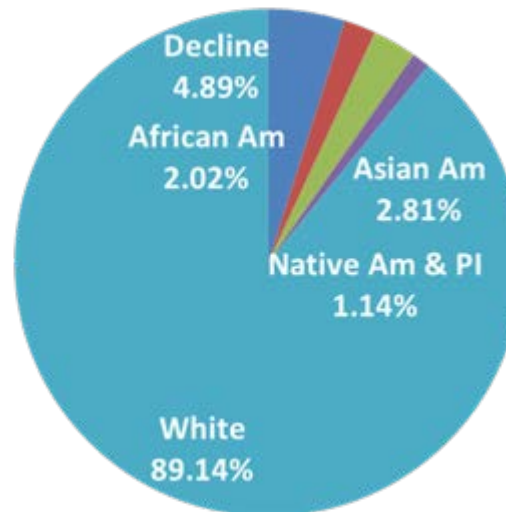


OFFICER POP'N



Generalized Statistics

**Civil & Military
Aviators**



Pilot Demographics

**90% Male
90% White**



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Our Mission

How do we go from this...



Or This?



To This?



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“Tactics” Overview

How to accomplish the mission

- **Institutional Level**
- **Organizational Level**
- **Personal Level**

How to face threats

- **Avoid**
- **Mitigate**
- **Eliminate**





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Working Hypothesis

Utilize a deliberate, collaborative approach & methodology that begins as soon as you can say “AIRPLANE”!!



Cradle-to-Cockpit

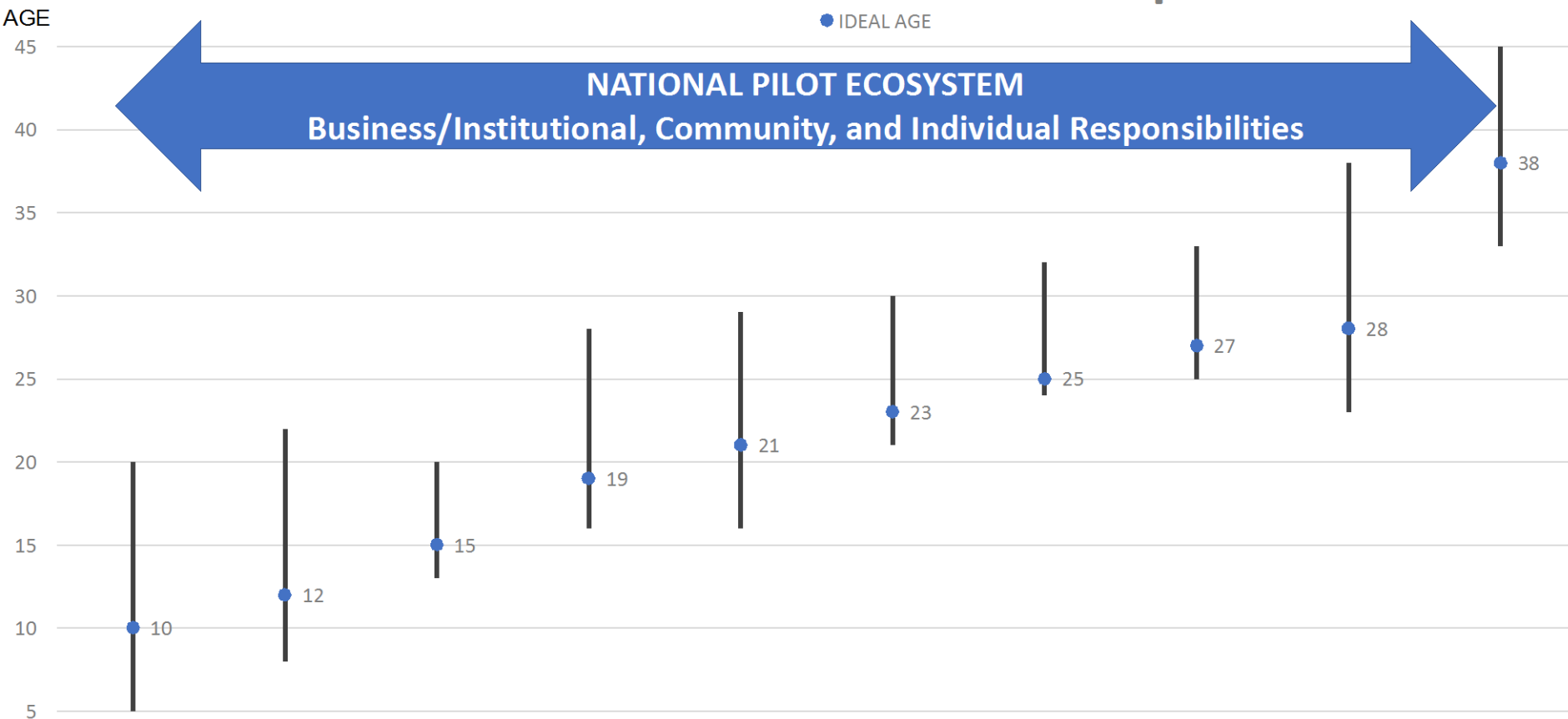
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4C's Model and National Pilot Ecosystem

4C's Model of AF Pilot Development



NOMINAL PHASES & DEVELOPMENTAL FOCUS

Awareness

Orientation /
Interest

Collegiate
Preparation

Officer
Development

UPT
Preparation

UPT
Mentorship

MWS
Foundations

MWS
Progression

Career Goals &
Mentorship

Civilian
Transition

CHILDHOOD

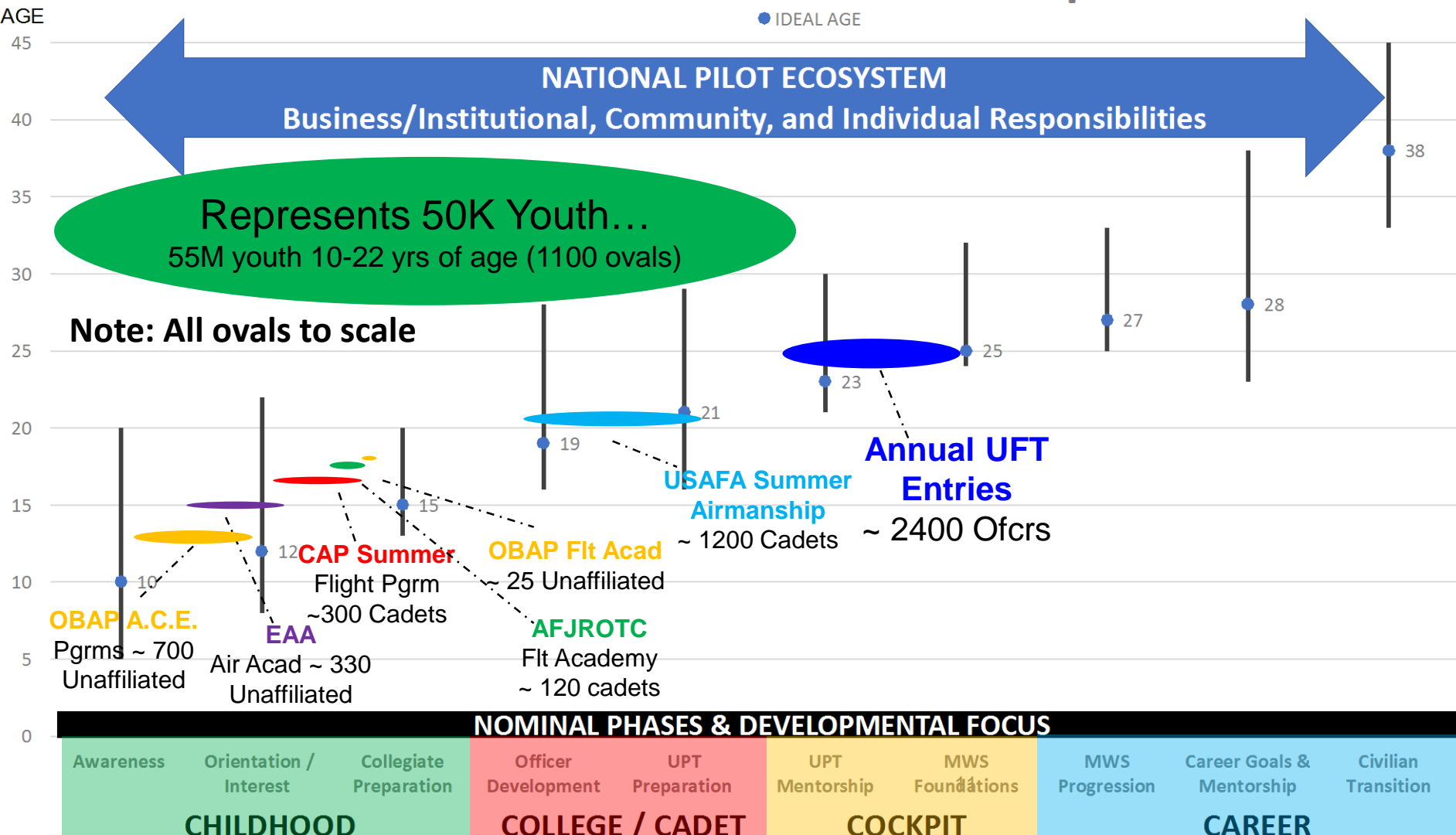
COLLEGE / CADET

COCKPIT

CAREER

4C's Model & National Pilot Ecosystem

Pipeline Comparative Analysis





National “Pilot” Ecosystem

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BUSINESS / INSTITUTIONAL



COMMUNITY



AABInternational



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National “Pilot” Ecosystem

INDIVIDUAL



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CHILDHOOD

AWARENESS

- Media
- Friends and family
- Deliberate outreach

ORIENTATION & INTEREST

- Single events
 - Airshow, open house, career days, etc.
- Focused programs
 - Summer camps, aerospace/STEM orientation

COLLEGIATE PREPARATION

- Sustained activities
 - Internships, academic enrichment
flight training
- Mentorship
- Scholarships / Financial assistance

Introducing Students to Aviation Careers





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COLLEGE (CADET) / COCKPIT

Being a pilot



What my friends think I do



What my mom thinks I do



What society thinks I do



What my flight instructor
thinks I do



What I think I do



What I really do

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COLLEGE (CADET) / COCKPIT

CHARACTER DEVELOPMENT

- Internal / self
- External / teamwork

FLIGHT TRAINING PREP

- Primary flight training
- Prerequisite

FLIGHT TRAINING MENTORSHIP

- Military UPT / Regional Jet Training
- Processes, Standards, Expectations

AIRCRAFT FOUNDATIONS

- Initial mastery and proficiency
- Organizational / Cultural norms

Being a pilot



What my friends think I do



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What I think I do



What I really do



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CAREER

AIRCRAFT PROGRESSION

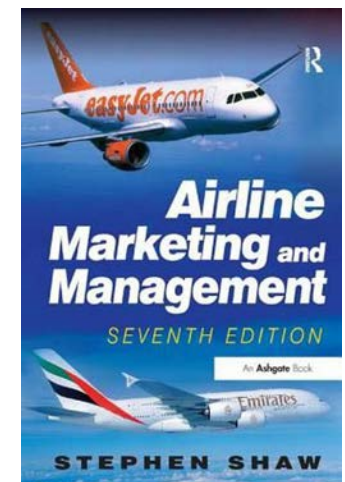
- Upgrades
- Different aircraft assignment

CAREER GOALS

- Special flight opportunities
- Broadening assignments
- Family, work/life balance

TRANSITION

- Leadership / Management
- Academia
- Volunteering



More than a dream... *A goal with a plan!*





HIGHLIGHTS



- Unprecedented opportunities and challenges within global/national aerospace industry
- Our task/target is to find those who have *The Right Stuff* from throughout the nation
- Robust collaboration, deliberate pathways, and focused outcomes are the way to our destination